

## Position Description

<b>Position title</b>	Senior Family Therapist
<b>Department / Division</b>	Mental Health/Division of Medicine
<b>Classification</b>	Grade 3 Year 1- Grade 3 Year 4 Interdisciplinary OT3/SW3/SP3/RPN4/P3
<b>Position reports to</b>	Operational: Team Coordinator Professional: Discipline Senior
<b>No. of direct &amp; indirect reports</b>	(N/A)
<b>Location</b>	The Royal Children's Hospital, St Albans site
<b>Risk category</b>	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>

<b>ROLE CONTEXT</b>
<p>The RCH Mental Health Service is undergoing an exciting transformation and expansion as we implement the recommendations from the Royal Commission into Victoria's Mental Health System. The transformation will allow the</p>

RCH Mental Health Service to help more infants and children and their families and implement contemporary models of care that best meet the needs of the families we serve and support them to use their collective strengths for recovery and hope.

RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service and comprises community and hospital-based services. This includes an Intake and Assessment Team based at Parkville and three interdisciplinary outpatient teams located at Travancore, Sunshine and Hoppers Crossing. The Community teams are led by a partnership between a Team Coordinator and a Consultant Psychiatrist, with the Team Coordinator responsible for the operational functioning of the team, and the Consultant Psychiatrist accountable for driving high quality clinical care across the Team. The position will be primarily based in the location above; however, you may be required to work across sites should the needs of the service require this.

#### ROLE PURPOSE

The Royal Commission into Victoria's Mental Health System recommended family therapy be increasingly used in Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Services and the successful applicant will be a key part of fulfilling this recommendation. The core function of the role is to provide family therapy to infants, children and young people and their families who are receiving treatment, care, and support. The Family Therapist will be a highly valued member of the team and form close working relationships with the Team Coordinator and the Discipline Senior. Staff wellbeing initiatives and learning and development opportunities will be made available. This position will be primarily based in the location listed above; however, you may be required to work across sites should the needs of the service require this.

#### KEY ACCOUNTABILITIES

- Expert clinical skills in delivering family therapy.
- Demonstrate awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users.
- Demonstrate a commitment to culturally safe and sensitive service provision.
- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes, and behaviours.
- Purposefully and expertly engage children, young people, and their families in recovery focused care.
- Provision of single-session family consultation
- Participate in secondary consultation both internally (with other MDT staff) and externally as appropriate.
- Provide brief and longer-term interventions to support families in their role as carers.
- Provide team reflective family therapy practice sessions and co-facilitate with Grade 2 family therapists where appropriate.
- Provide high quality clinical supervision to Grade 2 Family therapists and other mental health clinicians and students.
- Organise and participate in the running of group sessions for families, as well as parenting programs where necessary.
- Provide crisis appointments for families in crisis where the family dynamic is a core factor in crisis presentation.
- Undertake and/or support continuous quality improvement and evaluation activities (as required for learning innovations for best practice care)
- Undertake discipline specific functions with the support of the Discipline Senior, Family Therapy, and work collaboratively with other clinical disciplines within the team to provide high quality inter-disciplinary care. This may involve shared care of cases with more junior staff for modelling and guidance.

- Support Discipline Senior, Family Therapy as appropriate in providing family therapy training for new registrars and new clinicians.
- Complete mandatory client contacts, outcome measures and report activity levels in RAPID to support team/s meeting KPI obligations.
- Complete accurate, timely and professional clinical record keeping and documentation.
- Maintain accurate records of client contact through EMR.
- Actively participate in all forms of supervision (operational, professional and clinical)
- Work within legal and ethical obligations for excellent family focussed care.
- Work with colleagues to advance mental health promotion and prevention in the region.
- Perform duties/tasks as directed by the Team Coordinator or Operations Manager, as appropriate to the role.

## QUALIFICATIONS AND EXPERIENCE

- Master of Clinical Family Therapy and clinical membership of the Australian Association of Family Therapy
  - Advanced skills working with infants, children, young people and families with mental health problems.
  - Demonstrated effectiveness in working in true partnership with other community mental health teams and community/family welfare agencies to plan and implement effective interventions for infants, children and young people experiencing complex mental health problems.
  - Experience in providing quality clinical/professional supervision to staff and students.
  - Depending on discipline, required years of experience in accordance with the EBA will apply.
- For Psychology applicants only:**
- APAC approved master's level postgraduate training in clinical psychology
  - Be registered with AHPRA.
  - Full registration with the Psychology Board of Australia and endorsement as a Clinical Psychologist with the Psychology Registration Board of Australia
  - Continuously satisfy the PBA continuing professional development standards
  - Uphold the PBA Code of Ethics
  - Hold current Board Approval as a Supervisor ("postgraduate student" and "registrar program") with the Psychology Board of Australia
- For Nurse applicants only:**
- Hold a Nursing degree qualification or equivalent from an accredited course/university.
  - Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice.
  - Holds a post graduate diploma in psychiatric/mental health nursing qualification or has completed a specialist undergraduate psychiatric nursing program.
- For Social Work applicants only:**
- Hold a degree in Social Work from an accredited course/university.
  - Eligibility for membership of AASW
  - Meet AASW accreditation standards for Continuing Professional Education
  - Uphold the AASW Code of Ethics
- For Occupational Therapist applicants only:**
- Hold an OT degree qualification or equivalent from an accredited course/university.

- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice.
- Uphold the OTA Code of Ethics

**For Speech Pathologist applicants only:**

- Hold a degree in Speech Pathology from an accredited course/university.
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA professional self-regulation program.
- Uphold the SPA Code of Ethics

**Desirable:**

- Demonstrated skills, knowledge, and behaviours in successfully leading change initiatives.
- Completion of the Developmental Psychiatry Course (DPC) and/or post graduate training in relevant area

#### KEY SELECTION CRITERIA

- Demonstrated clinical skills and significant experience in the provision of family therapy for infants, children and young people and their families.
- Demonstrated ability to practice autonomously, as well as within an interdisciplinary team.
- Demonstrated experience in professional supervision of clinicians and students.
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies.
- Demonstrated interest or experience in quality improvement and program evaluation.
- A commitment and evidence of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making.
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrated awareness and understanding of legal obligations when working in an Infant, Child and Family Area Mental Health and Wellbeing Service context in Victoria.
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance.

#### OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment.
- Employees are required to maintain a valid Working with Children Check throughout their employment.
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g., wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

#### IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative.

- Courageous - We pursue our goals with determination, ambition, and confidence.
- Inclusive - We embrace diversity, communicate well, build connections, and celebrate our successes together.
- Kind - We are generous, warm, and understanding.

#### **RCH COMPACT**

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other.
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company.
- I take responsibility for my behaviour and its impact on others.
- I am curious and seek out ways to constantly learn and improve.
- I celebrate the good stuff, the small stuff, the big stuff – it all matters.
- I speak up when things aren't right.
- I value the many different roles it takes to deliver great patient care.
- I actively listen because I want to understand others and make better decisions.
- I am inclusive and value diversity.
- When it comes to teamwork, I don't hold back – I'm all in

#### **QUALITY, SAFETY, AND IMPROVEMENT**

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety, and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting, and being actively involved in risk mitigation strategies.
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position,

**The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.**

Position description last updated

August 2023